Next Speaker

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Germany
The German story: Identifying competencies of refugees and using them for placement, trainings and apprenticeships
Migration is affecting the labour market throughout Germany

Asylum applications (first applications) in 2015\(^1\) by federal state in thousands

<table>
<thead>
<tr>
<th>Federal State</th>
<th>Number (in thousands)</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>North Rhine-Westphalia</td>
<td>15,572 (4%)</td>
<td></td>
</tr>
<tr>
<td>Bavaria</td>
<td>12,437 (3%)</td>
<td></td>
</tr>
<tr>
<td>Baden-Württemberg</td>
<td>18,851 (4%)</td>
<td></td>
</tr>
<tr>
<td>Berlin</td>
<td>34,248 (8%)</td>
<td></td>
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<tr>
<td>Brandenburg</td>
<td>33,281 (8%)</td>
<td></td>
</tr>
<tr>
<td>Bremen</td>
<td>16,410 (4%)</td>
<td></td>
</tr>
<tr>
<td>Hamburg</td>
<td>18,661 (4%)</td>
<td></td>
</tr>
<tr>
<td>Hessen</td>
<td>27,180 (6%)</td>
<td></td>
</tr>
<tr>
<td>Mecklenburg-Pomerania</td>
<td>10,089 (2%)</td>
<td></td>
</tr>
<tr>
<td>Schleswig-Holstein</td>
<td>17,625 (4%)</td>
<td></td>
</tr>
<tr>
<td>Saxony</td>
<td>13,455 (3%)</td>
<td></td>
</tr>
<tr>
<td>Saxony-Anhalt</td>
<td>57,578 (13%)</td>
<td></td>
</tr>
<tr>
<td>Thuringia</td>
<td>66,758 (15%)</td>
<td></td>
</tr>
<tr>
<td>North Rhine-Westphalia</td>
<td>67,639 (15%)</td>
<td></td>
</tr>
</tbody>
</table>

476,649 asylum applications were received in Germany in 2015.

This development will also become visible on the labour market with a certain amount of time lag.

Particularly affected are the states of North Rhine-Westphalia, Bavaria and Baden-Württemberg.

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\(^1\) Annual progress value = cumulative statistics, in this case from January to December (inclusive)
Germany's labour market is booming - EU's number 1 in unemployment

Very good starting point...

4.3% - lowest unemployment rate EU-wide¹

...meets rising # of asylum applications

Characteristics of refugees and company surveys highlight challenges and opportunities

**Challenges**

- **Qualification structure of unemployed persons from asylum seekers' countries of origin (Dec. 2015)**
  - Academic qualification: 8%
  - In-company/school-based qualification: 10%
- **Without (formal) vocational qualification**: 81%

**Opportunities**

- **Positive asylum decisions by age group (2015)**
  - > 55 years: 3%
  - 31–55 years: 47%
  - < 15 years: 20%
  - 15–30 years: 30%

- **Employment rate by sex** (BAMF Brief Analysis 1/2016)
  - Male: ~ 50%
  - Female: ~ 12%

- **Proportion of companies that are planning to hire refugees in 2016 or from 2017**
  - All companies: 34%
  - Companies already employing asylum seekers: 68%

Source: Eurostat, BA Statistics, BAMF Brief Analysis, Randstad Flexindex
Area of action: “Identifying vocational skills”

Refugees bring professional experience …
However, limited transparency exists …

<table>
<thead>
<tr>
<th>Top 10 Early Intervention</th>
<th>Top 10 Xenos</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Project Early Intervention – professional experience</strong></td>
<td><strong>ESF Project Xenos, 2011-12</strong></td>
</tr>
<tr>
<td>Medical/Health professions</td>
<td>Medical/Health professions</td>
</tr>
<tr>
<td>Sales</td>
<td>Beauty</td>
</tr>
<tr>
<td>Teaching and Training</td>
<td>Car repairs, building</td>
</tr>
<tr>
<td>Electronics, Engineering</td>
<td>Construction, Processing of wood and plastics</td>
</tr>
<tr>
<td>Organisation and leadership</td>
<td>Processing of textiles, leather</td>
</tr>
<tr>
<td>Tourism, gastronomy</td>
<td>Electronics</td>
</tr>
<tr>
<td>Production/Processing of food items</td>
<td>Hotels, Restaurants</td>
</tr>
<tr>
<td>Construction (Interior)</td>
<td>Sales</td>
</tr>
<tr>
<td>Machinery, Car repairs</td>
<td>Metal</td>
</tr>
<tr>
<td>Construction (exterior)</td>
<td>Teachers</td>
</tr>
</tbody>
</table>

n= 1.015

n= 3.248

Quelle: BIBB Early Intervention, Lawaetz Stiftung (Xenos) Auswertung Qualifikationserhebung, CF35 Arbeitsmarktkberichterstattung
Area of action: “Identifying vocational skills”

Project complements skill assessment toolbar

**Formal qualifications**

**Recognition process due to Federal recognition law**

**Behavioral competency assessment**

**Functional competency assessment**

Competency assessment through institutions/employers

- MAT (institutional measure), e.g., PerF²
- MAG (employer measure)
- Offers of chambers, trade guilds/associations, etc.

**No formal qualifications**

First counseling at Employment Agency / JobCenter¹

**Existing instruments cannot be scaled**

**Gap closed with "Recognition of functional competencies"**

¹ Process relevant for refugees, but also others with low skill levels
² Perspektive für Flüchtlinge (Perspectives for refugees)
³ Respectively determination of need for further qualification
OBJECTIVE AND AREAS OF ACTION

Area of action: “Identifying vocational skills”

Improving visibility of non-formally and informally acquired vocational skills:

- Development of technology-based skills-identification procedures ("tests") for job-related skills in order to provide improved counselling to low-skilled workers and to integrate them into the labour market

- Core characteristics: Aided by images and involving few words

- Aim: Differentiated skill level within an occupational image in order to allow placement in skilled positions or further training

Aims of the project
Area of action: “Identifying vocational skills”

**Making non-formal qualifications visible:** Concrete and continued assistance in the job placement process

Non-formal, professional qualifications are assessed in a way that ensures compatibility with job placement process - usability of the test results essential

<table>
<thead>
<tr>
<th>Individual has:</th>
<th>Image and video-based test</th>
<th>Feedback on test results forwarded to career counselor and client</th>
<th>Counseling on further training and appropriate job placement</th>
</tr>
</thead>
<tbody>
<tr>
<td>• Professional experience in targeted profession</td>
<td>• Tests for one or more professions</td>
<td></td>
<td></td>
</tr>
<tr>
<td>• No certificates</td>
<td></td>
<td></td>
<td></td>
</tr>
<tr>
<td>• No formal job training</td>
<td></td>
<td></td>
<td></td>
</tr>
</tbody>
</table>

- **Further qualification**
- **Accelerated apprenticeship**
- **Job placement**

- Career counseling
- Focus

- Individual has:
  - Professional experience in targeted profession
  - No certificates
  - No formal job training

- Feedback on test results forwarded to career counselor and client

- Counseling on further training and appropriate job placement

- Accelerated apprenticeship
- Job placement
Example: Test for car repair professional
Area of action: “Identifying vocational skills”

Result: Non-formally and informally acquired skills become visible and can therefore be utilised

The customer receives a certificate of existing skills...

1 Self-declaration
Customer indicates non-formal and informal skills during appointment

2 Test carried out
Placement officer forwards customer for skills test in one or more occupations

3 Confirmation of skills
Test result confirms skills and allows these to be classified

...and the placement counsellor can reach a differentiated decision

- Placement officer has confirmation that self-declaration is validated
- Greater credibility in the event of placement with employers
- Qualification pathway can be developed in concrete terms
Questions/ remarks?

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